

Journal Broadcast Group-Tucson Operations  
KFFN-AM, KMXZ-FM, KZPT-FM, KGMG-FM  
6-1-03 through 5-31-04

Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit and is required to be placed in the public inspection files of the station and posted on the station's websites, if they have websites.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, telephone number, fax number and email address (if applicable);
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.



## Annual EEO Public File Report

### Account Executive - Group 1

Referral Source		Number of Applicants	Hired?
Employee Referral		2	<input type="checkbox"/>
Internal Candidate	Current Employee	1	<input type="checkbox"/>
Journal Broadcast Group websi		7	<input type="checkbox"/>
Other	Friend referral	1	<input type="checkbox"/>
Other	Tucsonhelpwanted	2	<input type="checkbox"/>
Other	Univ. of Arizona	1	<input type="checkbox"/>
Walk-in		1	<input type="checkbox"/>
Word of mouth	Broadcast industry	2	<input checked="" type="checkbox"/>
Word of mouth	Broadcast industry	1	<input type="checkbox"/>
Number of Applicants Interviewed		18	

### Account Executive - Group 2

Referral Source		Number of Applicants	Hired?
Employee Referral		3	<input type="checkbox"/>
Internal Candidate	former Wichita employ	1	<input type="checkbox"/>
Unsolicited		1	<input type="checkbox"/>
Word of mouth	Broadcast Industry	1	<input checked="" type="checkbox"/>
Word of mouth	Broadcast Industry	1	<input type="checkbox"/>
Number of Applicants Interviewed		7	

### Account Executive - Group 3

Referral Source		Number of Applicants	Hired?
Employee Referral		1	<input checked="" type="checkbox"/>
Employee Referral		4	<input type="checkbox"/>
Other	Ad on our radio station	1	<input checked="" type="checkbox"/>
Other	Ad on our radio station	13	<input type="checkbox"/>

Other	Call in	1	<input type="checkbox"/>
Other	Career Fair	10	<input type="checkbox"/>
Word of mouth	Broadcast industry	2	<input checked="" type="checkbox"/>
Word of mouth	Broadcast industry	3	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		<b>35</b>	

Accountant

Referral Source		Number of Applicants	Hired?
Employee Referral		2	<input type="checkbox"/>
Internal Candidate		1	<input checked="" type="checkbox"/>
Other	Tucsonhelpwanted	1	<input type="checkbox"/>
Word of mouth		1	<input type="checkbox"/>
Number of Applicants Interviewed		5	

Air Personality - Group 1

Referral Source	Number of Applicants	Hired?	
Employee Referral	1	<input checked="" type="checkbox"/>	
Employee Referral	2	<input type="checkbox"/>	
Journal Broadcast Group websi	5	<input type="checkbox"/>	
Other	All Access Website	1	<input type="checkbox"/>
Walk-in	1	<input type="checkbox"/>	
Number of Applicants Interviewed	10		

Air Personality - Group 2

Referral Source		Number of Applicants	Hired?
Other	Previous applicant	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed		1	

Operations Manager

<b>Referral Source</b>	<b>Number of Applicants</b>	<b>Hired?</b>
Employee Referral	1	<input checked="" type="checkbox"/>
Employee Referral	5	<input type="checkbox"/>
Internal Candidate	1	<input type="checkbox"/>

Other	Call in	1	<input type="checkbox"/>
Other	Print Ad	8	<input type="checkbox"/>
Other	R & R print ad	1	<input type="checkbox"/>
Word of mouth	Broadcast industry	3	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		20	

Sales Assistant

Referral Source		Number of Applicants	Hired?
Other	Tucsonhelpwanted	1	<input checked="" type="checkbox"/>
Other	Tucsonhelpwanted	5	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		6	

Traffic Assistant

Referral Source		Number of Applicants	Hired?
Journal Broadcast Group websi		1	<input checked="" type="checkbox"/>
Journal Broadcast Group websi		1	<input type="checkbox"/>
Word of mouth	Broadcast industry	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		3	

VP/General Manager

Referral Source		Number of Applicants	Hired?
Employee Referral		1	<input type="checkbox"/>
Internal Candidate		1	<input type="checkbox"/>
Other	Inside Radio Ad	1	<input checked="" type="checkbox"/>
Other	Inside Radio Ad	4	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		7	

*Grand Total*

112

## Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KFFN-AM, KMXZ-FM, KZPT-FM, KGMG-FM

Type of activity listed under Outreach Initiative worksheet: Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Date of station participation: (on date; from date to date) 2-23-04

Participating employees: Anne Schepp, Human Resources Manager and/or Shannon Spankowski, Human Resources Representative. (responsible for sending upper-level category positions out).

Host/Sponsor of activity: Journal Broadcast Group

Brief description of activity and station participation: Journal Broadcast Group-Corporate lists all upper-level category job openings to national outreach sources. For this reporting period we listed the General Manager position with the following: Inside Radio, National Association of Black Journalists, National Association of Minority Media Executives, American Women in Radio and Television, National Association of Broadcasters and RAB Newslettter.

## Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KFFN-AM, KMXZ-FM, KZPT-FM, KGMG-FM

Type of activity listed under Outreach Initiative worksheet: Internships

Date of station participation: (on date; from date to date) All year round

Participating employees: Promotions Department

Host/Sponsor of activity: Journal Broadcast Group-Tucson Operations

Brief description of activity and station participation: We currently have 3 interns working in our promotions department and have had 2 additional interns working for our promotions department during the course of our reporting period- one of whom is now a part-time employee. All students have come from the University of Arizona. All of our internships are non-paid and are for college credit. Each intern receives hands-on experience and education in the departments which they are interning for.

## Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KFFN-AM, KMXZ-FM, KZPT-FM, KGMG-FM

Type of activity listed under Outreach Initiative worksheet: Participated in The 2003 Career Fair Series.

Date of station participation: (on date; from date to date) July 15, 2003

Participating employees: Mark Bentz, Jennifer Nunn, Cathy Green

Host/Sponsor of activity: TeleTech, America Online, U.S. Border Patrol, Raytheon Systems Company, Northern Arizona University.

Brief description of activity and station participation: Job Fair sponsored by leading Tucson employers and held at the Hilton Tucson East. We provided job description for Sales Account Manager position opening in Journal Broadcast Group – Tucson.

## **Outreach Initiative Record Keeping Worksheet**

Station(s) Claiming Credit: KFFN-AM, KMXZ-FM, KZPT-FM, KGMG-FM

Type of activity listed under Outreach Initiative worksheet: Hosted a job fair.

Date of station participation: (on date; from date to date) December 15, 2003

Participating employees: Mark Bentz, Jennifer Nunn, Cathy Green

Host/Sponsor of activity: Journal Broadcast Group – Tucson Operations

Brief description of activity and station participation: Members of the Journal

Management team held a job fair at the Radisson Suites Tucson and conducted on site interviews for our Sales Account Manager positions.



## **Outreach Initiative Record Keeping Worksheet**

Station(s) Claiming Credit: KFFN-AM, KMXZ-FM, KZPT-FM, KGMG-FM

Type of activity listed under Outreach Initiative worksheet: Participated in The 2003 Career Fair Series.

Date of station participation: (on date; from date to date) September 29, 2003

Participating employees: Mark Bentz, Jennifer Nunn, Cathy Green

Host/Sponsor of activity: TeleTech, America Online, U.S. Border Patrol, Raytheon Systems Company.

Brief description of activity and station participation: Job Fair sponsored by leading Tucson employers and held at the Doubletree Hotel at Reid Park. We provided job description for Sales Account Manager position opening in Journal Broadcast Group – Tucson.

## Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KFFN-AM, KMXZ-FM, KZPT-FM, KGMG-FM

Type of activity listed under Outreach Initiative worksheet: Presentation to further the goal of disseminating information about employment opportunities.

Date of station participation: (on date; from date to date): November 4, 2003

Participating employees: Jennifer Nunn, Sales Manager

Host/Sponsor of activity: Journal Broadcast Group – Tucson Operations

Brief description of activity and station participation: Jennifer Nunn our General Sales

Manager spoke on Journal Broadcast Group's recruitment procedures, sales

opportunities in broadcasting and the Sales Account Manager positions open in Journal

Broadcast Group – Tucson at ADFED – Advertising Federation – Board Meetings.

Jennifer is a Officer and in-coming President of this organization which is comprised of

media groups including print, television, radio, agencies as well as local business owners.

## Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KFFN-AM, KMXZ-FM, KZPT-FM, KGMG-FM

Type of activity listed under Outreach Initiative worksheet: Presentation to further the goal of disseminating information about employment opportunities.

Date of station participation: (on date; from date to date): March 2, 2004

Participating employees: Jennifer Nunn, Sales Manager

Host/Sponsor of activity: Journal Broadcast Group – Tucson Operations

Brief description of activity and station participation Jennifer Nunn our General Sales Manager spoke on Journal Broadcast Group's recruitment procedures, sales opportunities in broadcasting and the Sales Account Manager positions open in Journal Broadcast Group – Tucson at ADFED – Advertising Federation – Board Meetings. Jennifer is a Officer and in-coming President of this organization which is comprised of media groups including print, television, radio, agencies as well as local business owners.

## Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KMXZ, KGMG, KZPT and KFFN

Type of activity listed under Outreach Initiative worksheet: Participated in The 2004 Career Fair Series.

Date of station participation: (on date; from date to date) January 27, 2004

Participating employees: Mark Bentz, Jennifer Nunn, Cathy Green

Host/Sponsor of activity: AFNA, Raytheon, TeleTech

Brief description of activity and station participation: Job Fair sponsored by leading Tucson employers was held at the Radisson Suites Tucson. We collected resumes for open positions – Sales Account Manager, Accountant, Traffic Manager, Promotions Assistant.

## EEO List

The following recruitment sources were utilized for the following full-time positions  
during June 1, 2003-May 31, 2004:

<b>Nichol Soza</b> <b>Pascua Yaqui Tribe</b> 7474 S. Camino de Oeste Tucson, AZ 85746 <a href="mailto:NicholSoza@Pascuayaquitribe.org">NicholSoza@Pascuayaquitribe.org</a> FAX 883-5036	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>Career Services</b> <b>Career Information Center</b> <b>University of Arizona</b> 1303 E. University Boulevard Building 19, Suite 411 Tucson, AZ 85721 <a href="mailto:careerservices@arizona.edu">careerservices@arizona.edu</a>	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>Donna Bakerx</b> <b>Tucson Urban League</b> 2305 S. Park Avenue Tucson, AZ 85713 <a href="mailto:DonnaBakerx@hotmail.com">DonnaBakerx@hotmail.com</a>	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>Multicultural Business Student Association</b> <b>University of Arizona</b> McClelland Hall 301 POB 210108 Tucson, AZ 85721-0108 <a href="mailto:mbsa@clubs.arizona.edu">mbsa@clubs.arizona.edu</a>	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>Tucson Hispanic Chamber of Commerce</b> 823 East Speedway Boulevard Tucson, AZ 85719 620-0005 phone 620-9685 FAX <a href="mailto:president@hispanicchambertucson.org">president@hispanicchambertucson.org</a>	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)

<b>TUCSON AMERICAN INDIAN CHAMBER</b> Dennis Welsh, President P.O. Box 1342 Tucson, AZ 85701 (520) 325-6110 / Fax (520) 325-6150 <a href="mailto:Dwelsh@taicc.org">Dwelsh@taicc.org</a>	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>CHAPARRAL CAREER COLLEGE, INC.</b> 4585 E. Speedway, Suite 204 (520) 327-6866 <a href="mailto:Fmaish@Chap-col.edu">Fmaish@Chap-col.edu</a>	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>Minority &amp; Women-Owned Business Services</b> Arizona Dept. of Commerce 3800 N. Central Ave. Bldg D Phoenix, AZ 85012 (800) 542-5684 <a href="mailto:elizabethM@azcommerce.com">elizabethM@azcommerce.com</a> <a href="mailto:Lydia@azcommerce.com">Lydia@azcommerce.com</a> ( <i>changed as new contact 07/03</i> )	Administrative Sales Assistant, Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>BLACK WOMEN'S TASK FORCE</b> Annie Sykes, Pres. P.O. Box 16633 Tucson, AZ 85732 (520) 296-5370 <a href="mailto:blkwtf@aol.com">blkwtf@aol.com</a>	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>YWCA of Tucson</b> 738 North Fifth Avenue Suite 110 Tucson, AZ 85705-8400 884-7810 Telephone 884-5205 FAX <a href="mailto:Info@ywcatuson.org">Info@ywcatuson.org</a>	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>Arizona Department of Economic Security Job Service</b> 5441 E. 22nd Street Tucson, AZ 85711-5405 584-8226 x 228 <a href="mailto:Gminnick@maio.de.state.az.us">Gminnick@maio.de.state.az.us</a> <a href="mailto:DDennis@Mail.de.state.az.us">DDennis@Mail.de.state.az.us</a> ( <i>changed as new contact 07/03</i> )	Administrative Sales Assistant, Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>Pima County Community Services</b> One Stop Program <a href="mailto:Aburrola@csd.co.Pima.AZ.US">Aburrola@csd.co.Pima.AZ.US</a>	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)

<b>Fiona Y. Neill</b> <b>Arizona Department of Economic Security</b> <b>Vet Center</b> 3055 N. 1 <sup>st</sup> Avenue Tucson, AZ 85719 <a href="mailto:Fneill@mail.de.state.az.us">Fneill@mail.de.state.az.us</a>	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>Arizona Department of Economic Security</b> <b>Employment Security Administration</b> Jackie Sports 316 W. Ft. Lowell Road Tucson, AZ 85705 <a href="mailto:awedekind@mil.de.stat.az.us">awedekind@mil.de.stat.az.us</a> <a href="mailto:Jsports@mail.de.state.az.us">Jsports@mail.de.state.az.us</a> ( <i>changed as new contact on 10/03</i> )	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>Tucson Indian Center</b> 705 North Main Avenue POB 2307 Tucson, AZ 85702 <a href="mailto:benmcabe@hotmail.com">benmcabe@hotmail.com</a>	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>N.A.A.C.P</b> Clarence Boykins, President 2160 North 6 <sup>th</sup> Avenue (520) 622-8277 <a href="mailto:Clarence540@aol.com">Clarence540@aol.com</a>	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>Ohio &amp; Illinois Center for Broadcasting **</b> Gary James, National Placement Director <a href="mailto:gary@beonair.com">gary@beonair.com</a> or post openings at <a href="http://www.funjobsonair.com">www.funjobsonair.com</a> 9000 Sweet Valley Drive Valley View, Ohio 44125 (216) 447-9117 & 55 W. 22 <sup>nd</sup> – Suite 240 Lombard, IL 60149 (630) 916-1700	Administrative Sales Assistant, Account Executive (Group 1), Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>Project PPEP</b> Attn: Human Resources 802 E. 46 <sup>th</sup> Street Tucson, AZ 85713 (520) 622-3553 Fax 622-7079 <a href="mailto:smarsett@ppep.org">smarsett@ppep.org</a>	Administrative Sales Assistant, Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)

<b>Tucson Job Corps</b> 901 S. Campbell Tucson, AZ 85719 (520) 792-3015 x9186 <a href="mailto:jefferst@jcdc.jobcorps.org">jefferst@jcdc.jobcorps.org</a> <a href="mailto:wilkinsc@jcdc.jobcorps.org">wilkinsc@jcdc.jobcorps.org</a> (changed as new contact on 4/04)	Administrative Sales Assistant, Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>University of Iowa **(requested to be added 6/03)</b> Career Center 24 Phillips Hall Iowa City, Iowa 52242 Fax: 319-335-1029 <a href="mailto:sherry-hingtgen@uiowa.edu">sherry-hingtgen@uiowa.edu</a>	Administrative Sales Assistant, Account Executive (Group 2), Account Executive (Group 3), Traffic Assistant, Accountant, Air Personality (Group 1)
<b>Journal Broadcast Group</b> Corporate HR 720 E. Capitol Drive Milwaukee, WI 53212 <a href="mailto:sspankowski@journalbroadcastgroup.com">sspankowski@journalbroadcastgroup.com</a> OR <a href="mailto:aschepp@journalbroadcastgroup.com">aschepp@journalbroadcastgroup.com</a>	Administrative Sales Assistant, Traffic Assistant, Accountant, Air Personality (Group 1), General Manager, Operations Manager
<b>University of Colorado at Boulder ** (requested to be added 4-20-04)</b> Beth Gaeddert, Director Career Services and External Affairs School of Journalism and Mass Communication 1511 University Ave. 478 UCB Boulder, CO 80309-0478 Phone: 303-492-0460 Fax: 303-492-0969 <a href="mailto:Elizabeth.gaeddert@colorado.edu">Elizabeth.gaeddert@colorado.edu</a>	Due to the fact that this organization requested to be added at the end of our reporting period, there were no positions during this time to list.

**\*\* Requested to be added to our listing**



**These sources were utilized in addition for the following job positions during this reporting period.**

Administrative Sales Assistant	Help Wanted Website <a href="http://www.TucsonHelpWanted.com">www.TucsonHelpWanted.com</a> (Web Posting)
Operations Manager	<ul style="list-style-type: none"> <li>▪ All Access Website <a href="mailto:jcaldwell@allaccess.com">jcaldwell@allaccess.com</a></li> <li>▪ Radio Ink Magazine <a href="http://www.radioink.com">www.radioink.com</a></li> <li>▪ R &amp; R Today <a href="http://www.radioandrecords.com">www.radioandrecords.com</a></li> </ul>
Account Executive (Group 3)	<ul style="list-style-type: none"> <li>▪ Tucson Help Wanted Website <a href="http://www.TucsonHelpWanted.com">www.TucsonHelpWanted.com</a> (Web Posting)</li> <li>▪ Radio Advertisement (Ran by our radio station advertising our Career Fair)</li> </ul>
Traffic Assistant	Help Wanted Website <a href="http://www.TucsonHelpWanted.com">www.TucsonHelpWanted.com</a> (Web Posting)
General Manager	<ul style="list-style-type: none"> <li>▪ AWART <a href="http://www.awart.org">www.awart.org</a> (Web Posting)</li> <li>▪ NAB <a href="http://www.nab.org">www.nab.org</a> (Web Posting)</li> <li>▪ NABJ <a href="http://www.nabj.org">www.nabj.org</a> (Web Posting)</li> <li>▪ NAMME <a href="mailto:nammeexecutivedirector@att.net">nammeexecutivedirector@att.net</a></li> <li>▪ INSIDE RADIO (ad faxed to 877-270-3998)</li> <li>▪ Radio Sales Today (RAB Newsletter) <a href="http://www.rab.com">www.rab.com</a></li> </ul>